

**Practicing sustainability management**

## **A Genuine Global General Contractor**

**Through sustainable construction business activities  
We Contribute to the Sustainable  
Development of Society**

Penta-Ocean Construction Group conducts construction business activities based on the belief that “Our greatest contribution to society is the construction of high-quality infrastructure”.

As a genuine global general contractor with strengths in port, coastal and waterfront areas and overseas, not only do we strive to provide reliable safety and quality backed by technology, but we will also contribute to sustainable development of society by sincerely addressing all sustainability issues from an ESG perspective.

*A Genuine Global*



### Affiliating with Society

We keep abreast of continued growth by contributing high quality construction services and building trustful relationships with all stakeholders

### Cherishing a Pioneering Spirit

We demonstrate enterprising spirit in dealing with changing society that influences our business in order to conscientiously respond to the needs of our customers and communities

### Creating a Nature-Rich Environment

We strongly believe that the cornerstone of our social and economic activities is delivering a nature-rich environment to the future generations

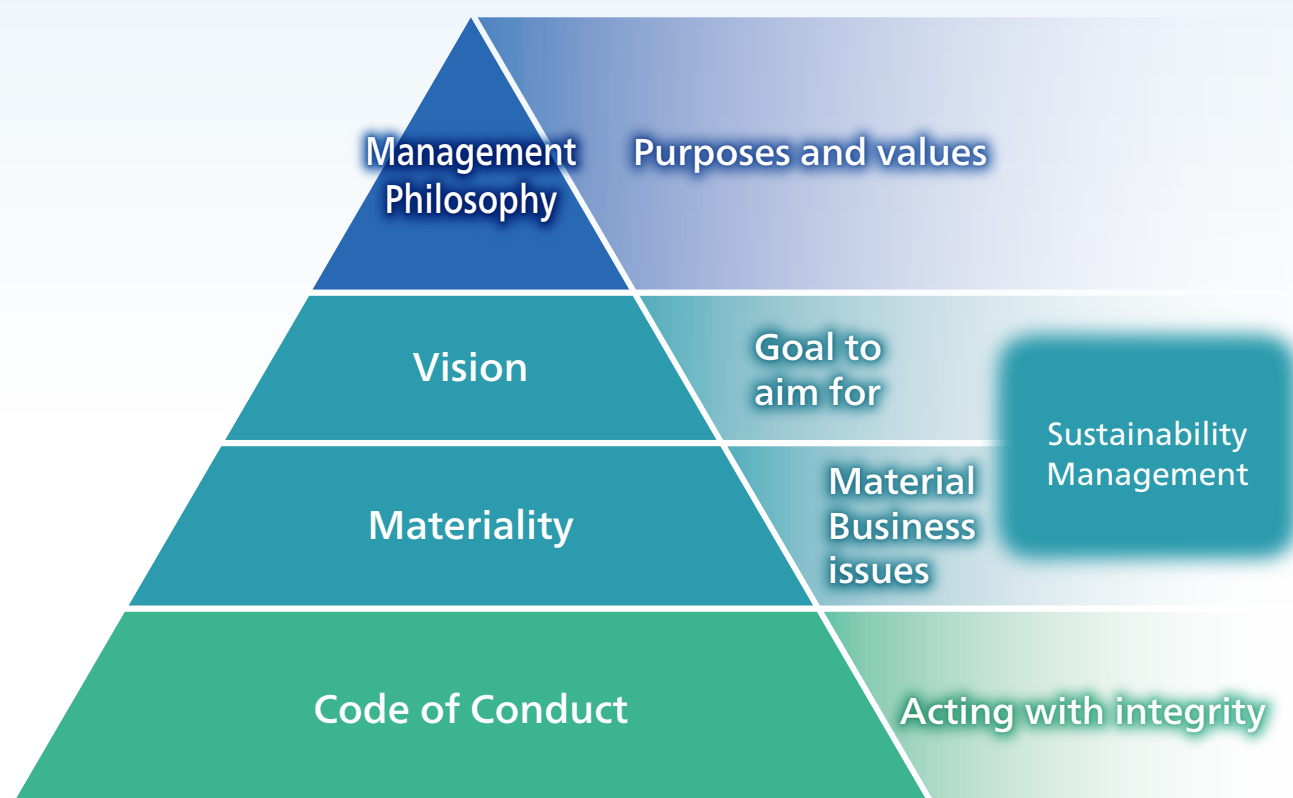
We create safe and comfortable living and rich social environment through our earth conscientious operations

# General Contractor



# Corporate Philosophy Structure

## Penta-Ocean Construction Group's Corporate Philosophy Structure



### Penta-Ocean Construction Group Code of Conduct

#### 1. Integrity in our corporate activities

- (1) Compliance with laws and regulations
- (2) Fair competition and appropriate transactions
- (3) Promotion of partnerships with business partners and establishment of sustainable supply chains
- (4) Appropriate accounting procedures and tax payment
- (5) Proper management and use of information and assets
- (6) Anti-bribery and anti-corruption
- (7) Eradication of antisocial activities
- (8) Risk Management

#### 2. Respect for individuals and human rights, coexistence with society and nature

- (1) Respect for human rights
- (2) Promotion of Diversity and Inclusion
- (3) Creation of a safe and secure work environment
- (4) Construction of high-quality social infrastructure and buildings
- (5) Responding to climate change
- (6) Conservation and creation of natural environment
- (7) Communication with stakeholders and appropriate disclosure of corporate information
- (8) Contribution to local communities

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#### ■ Target period

The report covers FY 3/24 (from April 1, 2023 to March 31, 2024). However, some information outside of the said fiscal year is also included.

#### ■ Scope of coverage

In principle, the report focuses on the activities of POC Group. A note is provided whenever the scope of coverage deviates from this description.

#### ■ Referenced guidelines

- Ministry of the Environment's "Environmental Reporting Guidelines 2018"
- IFRS Foundation's "International Integrated Reporting Framework"
- GRI's "Sustainability Reporting Standards"
- Ministry of Economy, Trade and Industry's "Value Co-Creation Guidance"
- "Task Force on Climate-Related Financial Disclosures (TCFD) Final Report"

#### ■ Others

Information on the company including our corporate profile and securities reports can be found at our official website.

#### For readers

The Annual Report (integrated report) is a comprehensive communication tool for investors and a wide range of stakeholders, and contains information related to our philosophy, strategies, business activities, and sustainability initiatives. We hope that this report will give you a deeper understanding about POC Group. In addition, our website provides extensive information on our sustainability initiatives in greater detail. Please visit us.



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